

DOCUMENT RESUME

ED 057 970

RC 005 865

TITLE Governor's Task Force on Migrant Labor. Final Report.

INSTITUTION Governor's Task Force on Migrant Labor, Detroit, Mich.

PUB DATE 9 Oct 69

NOTE 29p.

EDRS PRICE MF-\$0.65 HC-\$3.29

DESCRIPTORS *Advisory Committees; Child Labor Laws; Cooperative Planning; Economic Opportunities; Education; Farm Labor; Government Role; Health; Housing; *Interagency Coordination; *Migrant Workers; Reports; *Rural Areas; State Legislation; *State Programs

IDENTIFIERS Michigan

ABSTRACT

Michigan's 9-member Task Force on Migrant Labor, established in 1969, was charged by the governor (1) to develop and provide for carrying out more effective ways to coordinate the functions of state government, to better utilize available resources, and to enforce existing laws; (2) to determine whether existing law in this field is adequate or whether additional laws should be recommended to the legislature; and (3) to determine whether there are additional needs for state programs to deal with non-migrant Mexican Americans in Michigan. The Task Force existed for 10 weeks, during which time 4 meetings were held and 5 counties were visited. Also, the chairman of the Task Force met individually with each member, or his representative, to discuss programs and ideas of each agency represented. This document, the final report of the Task Force, includes 18 recommendations. Some of the recommendations are that the governor establish a Council of Rural Affairs, chaired by the governor, consisting of heads of the departments and agencies principally concerned with rural matters, including migrant labor; that laws concerning migrants be fairly and fully enforced; that the staff of the Agricultural Labor Camp licensing unit be augmented in 1970 and 1971 by the addition of 6 Spanish-speaking seasonal camp inspectors; that a public non-profit corporation be established to construct and maintain agricultural labor camps; that migrant health care centers be continued and expanded; and that the state minimum wage be increased immediately to \$1.60 per hour. (JB)

ED0 57970

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FINAL REPORT

GOVERNOR'S TASK FORCE ON MIGRANT LABOR

October 9, 1969

RC-005865

The Governor's Task Force Recommends:

1. That the Governor establish by executive order, a Council of Rural Affairs, chaired by the Governor, consisting of the head of the departments and agencies principally concerned with rural matters, including migrant labor.
2. That the Governor direct the head of each appropriate department or agency dealing with migrants to formally designate one individual who would be particularly responsible for departmental activity concerning migrants and ex-migrants. Such an individual should himself be Spanish speaking, and should be qualified as a result of national extraction or personal experience to deal directly with migrants.
3. The establishment in each county (or combination of contiguous counties) where migrant labor is employed of an inter-agency task force or area council consisting of representatives of all the agencies dealing with migrants, representatives of agricultural and related employers, as well as representatives of migrants, designed to make certain that maximum service and maximum efficiency is produced in that area or county. The Michigan Office of Economic Opportunity should be the initiating agency.
4. That existing law be fairly and fully enforced, without fear or favor. While additional legislation is needed, the Michigan legislature has enacted many good laws concerning migrants which are not adequately enforced. Effective enforcement of present law would go far toward solving certain problems. We believe the Governor should recommend, and the legislature should appropriate, funds sufficient to ensure that this is done.
- 4A. That the staff of the Agricultural Labor Camp licensing unit in the Department of Public Health be augmented in 1970 and 1971 by the addition of six additional seasonal camp inspectors each year. The inspectors should be Spanish speaking.
- 4B. That the Agricultural Labor Camp Act of 1965 be amended to allow the State Director of Public Health to maintain an action for injunction against the operator of an Agricultural Labor Camp without a license. In addition, the Act should be amended so as to provide that each day of a violation is considered a separate violation.

- 4C. That two Spanish speaking seasonal inspectors be hired by the Department of Labor, under the control of the Director. Their primary responsibility would be to enforce conformity with the Workmen's Compensation Act, the Minimum Wage Act, and the Payment of Wages Act: They could also check violations of standards for migrant housing. Also, the staff of the Wage and Hour Division of the Department of Labor should be augmented sufficiently that the Division could audit the records of 25% of the growers each year. Penalties should also be provided for non-compliance.
- 4D. That the Employment Away From Home Locality Act be amended to require that a signed statement of agreement be furnished to each person who is induced to work away from his or her locality. The person so induced should return a signed copy of the agreement to the persons, company or corporation offering said inducements. The provisions relative to enforce this Act should be strengthened.
5. The establishment of a public non-profit corporation to construct and maintain Agricultural Labor Camps. Once such a camp is constructed, all relevant state agencies should cooperate in providing services to it. The Corporation should also experiment with mobile homes for migrants.
6. That the migrant health care centers which have been functioning in 15 counties have proved worthwhile. This program should be continued and expanded to other areas. However, these programs have been funded under the Federal Migrant Health Act, due to expire on June 30, 1970. Funds coming into Michigan total \$454,688, for this year: contemplated expansion will cost an additional \$225,000. The Task Force urges the Governor to use his influence with the President and with Congress to have this program continued. If it lapses, there will be a need for State funds in the amount of \$680,000 to continue and improve migrant health care centers.
7. The Task Force endorses the work of the Agricultural Labor Commission, and urges its continued support. It should be adequately funded. We recommend that its membership be increased by the addition of two more public representatives. This would give the Commission a membership of nine, four of which would be growers, and the remaining five would represent the public.

8. An immediate increase in the State minimum wage to \$1.60 per hour. In addition, we recommend that the Governor instruct the Wage Deviation Board to review the piece-rates it has established for agricultural labor, and up-grade them where appropriate.
9. An extension of the Workmen's Compensation Act coverage to migrant labor in 1970 when planning data will be available. Medical and hospital coverage under Workmen's Compensation would be made less restrictive to a larger number of migrants before the next harvest season.

In addition, the Task Force recommends that the Governor urge the U.S. Congress to adopt the President's recommendation of July 8, 1969, to improve the Federal-State unemployment compensation program as it relates to the extension of coverage to agricultural labor on farms. This extension of coverage will help provide protection for the migrant worker during periods of unemployment.

10. That the Hittle Juvenile Employment Act be amended as of 1972 to remove the present exemption of farm workers, thereby prohibiting children under 12 from engaging in agricultural labor, and the establishment of appropriate safeguards for children between 12 and 16 in agricultural labor.
11. The Cooperative Extension Service be directed to develop and implement a program of information to growers on the rights as well as the responsibilities of seasonal workers: through such a program, migrants could be more fully informed of their rights and the services available to them under law. In addition, the Task Force urges the Comprehensive Extension Service to develop a program aimed at the rural poor, wherever they may be, to increase opportunities for such persons.
12. That State funds be appropriated to the Department of Education for identifying existing gaps in educational services to migrants and develop programs to meet these needs.

13. That the State of Michigan provide funds for the establishment of a Department of Bilingual Education within each school district having a significant number of Spanish speaking residents. Each Department would be responsible for setting up, implementing and evaluating bilingual programs on the elementary and junior high levels: for setting up adult education English classes (free), and for making known their needs in the way of bilingual materials, teachers, etc., to the colleges of education in the State of Michigan.
14. The Task Force has found that many of the services provided for migrants are underutilized due to a lack of awareness of the existence of such programs. Accordingly, the Task Force recommends five steps in this regard:
 - a) That the Michigan Economic Opportunity Office revise, expand and update its Migrant Services Handbook and have it ready for distribution by March 1, 1970;
 - b) That the Legislature appropriate funds for construction of the two migrant rest camps in southern Michigan which the legislature authorized in 1965, but which it has not funded;
 - c) That until such camps are constructed, the Michigan Employment Security Commission be instructed to employ its mobile information centers as migrant information centers. These three mobile centers could be placed on the three main routes migrants follow in entering Michigan;
 - d) That all materials designed for or concerning migrants be printed in English and Spanish, and that all agencies servicing migrants (or former migrants) make certain that there is a bilingual person in each field office or program.
 - e) That as outlined above, the Cooperative Extension Service conduct a program of information to growers, and to migrants, in order to fully inform both the employer and employee of applicable State and federal programs.

15. That the Governor strongly support changes in the U.S. Department of Agriculture's Food Stamp Program. Among such changes should be:
 - a) income computation on an annual basis,
 - b) combination food stamp-commodity programs,
 - c) simplified certification procedures,
 - d) simplified sales and distribution, use of outreach techniques, i.e., mailing of food stamps, evening hours at centers disbursing food stamps, etc.
 - e) termination of the purchase of food stamps, and the granting of the bonus value.
16. That the Office for Economic Opportunity provide sufficient funds under Title III (B) of Economic Opportunity Act for migrant programs to be utilized in Michigan for the development of permanent migrant service centers and mobile service units.
17. That several specific steps be taken to improve the condition of former migrants who have settled in Michigan.
18. That the Governor assign to a member of his principal executive staff a special superintending responsibility for all State programs concerning migrants or former migrants.

The Task Force emphasized that no simple and magic solution is available for the problems which face migrant labor. We believe that the recommendations above will contribute substantially to the solution of such problems. We must emphasize, however, that State government must make an extra commitment of both financial and staff support toward the solution of these problems.

This means that each involved agency of State government must resolve to step up its programs relating to migrants. It must ascertain what additional services it can provide within the current levels of both staff and financial resources. Where additional support is needed, such agencies must clearly ask for it in their budget and staff requests.

The legislature then must make the decision as to whether State government will provide such essential support. We believe that it should.

We also emphasize, however, that money and people alone cannot do the job and that the officials and employees of State government must make personal commitments to what is, after all, the purpose of government--the provision of appropriate assistance to the people whom it serves.

The Governor's Task Force on Migrant Labor was established by Governor William G. Milliken on July 10, 1969. Membership on the Task Force includes:

Mr. B. Dale Ball, Department of Agriculture
Mr. Barry Brown, Department of Labor
Mr. William Ford, Michigan Employment Security Commission
Mr. Bernard Houston, Department of Social Services
Dr. Ira Polley, Department of Education
Mr. Alton Shipstead, Michigan Economic Opportunity Office
Dr. Daniel Sturt, Commission on Agricultural Labor
Dr. R. G. Rice, Department of Public Health
Dr. John Dempsey, Special Assistant to the Governor, Chairman

In addition, the following have participated in the work of the Task Force:

Mr. Arthur Dehmel, Department of Agriculture
Mr. David Duncan, Governor's Office
Mr. Roy Fuentes, Michigan Civil Rights Commission
Dr. John Isbister, Department of Public Health
Mr. Louis Kocsis, Department of Education
Mr. Andrew Kramarz, Michigan Employment Security Commission
Miss Mary Low, Governor's Office
Mr. Michael Luea, Department of Social Services
Mr. Jesse Soriano, Department of Education
Mr. Marvin Tableman, Department of Education
Mr. John Ruggles, Michigan Economic Opportunity Office
Mr. Jerome Pikulinski, Department of Labor

Membership on the Task Force was confined to employees and officials of State government since the assignment given to the group was largely administrative. The views and suggestions of migrant workers, growers, and representatives of the Michigan Mexican-American community were solicited and recorded. In addition, reports of groups which in earlier years studied the conditions of migrant labor were reviewed. Such groups included the Michigan Civil Rights Commission and an earlier Governor's Commission on Migrant Labor.

The Task Force sent a status report to the Governor on August 30, 1969, describing its procedures and activities to that date. With the submission of this Final Report, the Task Force believes it has discharged the mandate given to it by the Governor, and assumes that the Task Force will be dissolved. The Task Force accordingly does not plan further activities, unless such are requested by the Governor.

INTRODUCTION

Since its establishment, the Task Force has recognized that it faced complex problems. We know that the Governor's purpose in setting up the Task Force was to make certain that justice is assured to the seasonal agricultural laborer, whether he or she is a permanent resident of Michigan, or a migrant from another state. In addition, we know that the Governor also sought to make certain that former migrants who have become permanent residents of Michigan should be assured equal protection of the laws, and an equity of access to existing State services, an equity sometimes denied in the past by language or cultural characteristics or conditions which resulted in unequal treatment for members of racial or ethnic minorities.

The Constitution and laws of Michigan assert that government is instituted for the equal benefit, security and protection of all the people. All State services are provided with the understanding that they are to be available to all persons who legitimately need them, regardless of religion, race, color, or national origin. Yet it is clear that such is not always the case; consequently, action is required which will secure, protect and benefit those who have not been treated equally.

Recently, the public has been made more aware of the problems which face migrant workers in Michigan. State government, as well as the public, is responding to these problems. The Task Force believes that the problems facing the migrant result in part from conditions which face all those people who make up rural Michigan. Therefore, the Task Force, has been concerned in its deliberations with the general character of rural life. It believes that State government can do more to provide appropriate assistance for all rural Michigan, including the migrant.

At the same time, the Task Force has recognized, as has the Governor, the tremendous importance of agriculture in Michigan. Agriculture is the second largest source of income in Michigan. Michigan farmers received \$870 million dollars for the products which they sold in 1968; when the income from transportation, processing and marketing of agricultural products is added to farm income, Michigan agriculture is in fact a \$2 billion dollar industry. About seven percent of the people of Michigan are directly dependent upon farming for their earnings; another twenty percent are employed in activities or processes totally or heavily dependent upon agriculture. Thus, over a quarter of Michigan's people have a direct stake in the prosperity of agriculture in Michigan, and our entire population is at least indirectly affected by conditions in agriculture.

In addition, agriculture is a most competitive industry. Michigan producers of agricultural products must compete successfully with farmers in other states. If prices of farm products in Michigan rise excessively, such products cannot compete with the products of other states. The result is a decline in agricultural prosperity, with resultant effects all across the State. Thus, Michigan agriculture must be allowed to remain competitive with other states.

In view of the above facts, the role of government in these areas becomes very complex. If government does too little (as has happened in the past), farm laborers (migrant or resident), and their families are denied equal justice and equitable access to public services; if government does too much or does the wrong things, Michigan's agricultural economy is injured, and this has far-reaching effects. To cite a single example: it is a fact that farm labor is paid substantially less than industrial labor, often leading to the suggestion that farm wages be raised. Such a proposal has merit. Yet if agricultural wages should increase too rapidly, the cost of farm commodities produced in Michigan also would increase, putting such products at a competitive disadvantage with those of other states. Such a condition could lead to an agricultural recession or depression in Michigan, which would quickly reach into other areas of the State's economy. It would also quickly reduce the number of agricultural jobs available, thus injuring the precise persons whom the wage increase would be designed to benefit. Such a prospect is not an argument against higher wages; it is an argument for careful planning and careful and appropriate action, and underscores the complexity of the problems which confronted the Task Force. Thus, in its recommendations, the Task Force has attempted to present sensible ideas which will work to the long-term advantage of all.

TASK FORCE PROCEDURES

The Governor's Task Force on Migrant Labor, in its ten weeks of existence, held four regular meetings. These were on July 22, August 4, August 28, and September 26. In addition members of the Task Force made visits to Berrien, Saginaw, Benzie, Leelanau and Grand Traverse Counties. Also, the Chairman of the Task Force met individually with each member of the Task Force, or his representative, to discuss programs and ideas of each agency represented. The Status Report

(August 30, 1969), and this Final Report have been fashioned on the basis of individual and group suggestions and discussion, and have been approved, in general, by the entire Task Force. In addition, the Chairman has informed each member of the Task Force that the Governor would welcome any further individual or collective ideas or suggestions.

The charge given by the Governor to the Task Force was three fold:

1. To develop and provide for the carrying out of more effective ways to coordinate the functions of State government, to eliminate gaps in State services, to better utilize available resources, and to enforce existing laws;
2. To determine whether or not existing law in this field is adequate or whether additional laws should be recommended to the legislature;
3. To determine whether or not there are additional needs for State programs to deal with the non-migrant Mexican-American in Michigan.

We have kept this three-fold charge in mind in our proceedings; the recommendations presented below are designed to meet the entire mandate.

RECOMMENDATIONS

RECOMMENDATION NO. 1. THE TASK FORCE RECOMMENDS THAT THE GOVERNOR ESTABLISH BY EXECUTIVE ORDER, A COUNCIL ON RURAL AFFAIRS, CHAIRED BY THE GOVERNOR, CONSISTING OF THE HEAD OF THE DEPARTMENTS AND AGENCIES PRINCIPALLY CONCERNED WITH RURAL MATTERS, INCLUDING MIGRANT LABOR.

The Task Force has found that much is being done today to assist the migrant, although more undoubtedly needs to be done. Some of the problems which exist have resulted from a lack of communication between operating departments, as well

as from the lack of a mechanism to concentrate the resources and the attention of administrative departments in the solution of problems. In some instances, programs have competed with each other, while elsewhere gaps in services have occurred. We believe that service on this Task Force has been helpful to all of us, and our joint participation has given a better understanding of the full dimensions of the problems facing migrants.

Also, we have concluded that the problems facing migrants cannot be overcome in isolation. Migrant problems are but a part of the conditions of rural poverty and result from other rural problems. Unless the total problem is tackled, the parts of the problem will remain. Earlier, we had considered a Council on Migrant Labor; we have now broadened that idea to Council on Rural Affairs, which would meet bi-monthly or quarterly, to give concerted attention to the problems of non-urban Michigan, including the conditions of seasonal farm labor. Such a Council, we recommend, should be established within the Executive Office, and should be staffed by that office. Since the Council on Rural Affairs would be principally a coordinating device, we foresee no additional budgetary or staff needs.

We also suggest that the Council on Rural Affairs, when functioning, establish its own sub-council of agency representatives to meet more frequently to prepare for council meetings, and to implement Council decisions.

RECOMMENDATION NO. 2. THE TASK FORCE
RECOMMENDS THAT THE GOVERNOR DIRECT
THE HEAD OF EACH APPROPRIATE DEPARTMENT
OR AGENCY DEALING WITH MIGRANTS TO
FORMALLY DESIGNATE ONE INDIVIDUAL WHO
WOULD BE PARTICULARLY RESPONSIBLE FOR
DEPARTMENTAL ACTIVITY CONCERNING MIGRANTS
AND EX-MIGRANTS. SUCH AN INDIVIDUAL
SHOULD HIMSELF BE SPANISH SPEAKING, AND
SHOULD BE QUALIFIED AS A RESULT OF NATIONAL
EXTRACTION OR PERSONAL EXPERIENCE TO DEAL
DIRECTLY WITH MIGRANTS.

The Task Force believes that one of the factors which have prevented effective response in some instances to migrant problems has been the non-assignment of clear responsibility, and non-familiarity with migrant problems. Our recommendation is designed to make certain that both of these defects are overcome.

RECOMMENDATION NO. 3. THE TASK FORCE RECOMMENDS THE ESTABLISHMENT IN EACH COUNTY (OR COMBINATION OF CONTIGUOUS COUNTIES) WHERE MIGRANT LABOR IS EMPLOYED OF AN INTER-AGENCY TASK FORCE OR AREA COUNCIL CONSISTING OF REPRESENTATIVES OF ALL THE AGENCIES DEALING WITH MIGRANTS, REPRESENTATIVES OF AGRICULTURAL AND RELATED EMPLOYERS, AS WELL AS REPRESENTATIVES OF MIGRANTS DESIGNED TO MAKE CERTAIN THAT MAXIMUM SERVICE AND MAXIMUM EFFICIENCY IS PRODUCED IN THAT AREA OR COUNTY. THE COUNCIL ON RURAL AFFAIRS SHOULD INITIATE SUCH ORGANIZATIONS THROUGH THE MOEO, THE DEPARTMENT OF EDUCATION, OR OTHER APPROPRIATE AGENCIES.

The Task Force has found that such inter-agency task forces or area councils or committees are in existence (or have been previously), in some parts of the State, and have produced results. Such groups have usually been locally started, and have encountered problems arising from that fact. We believe that State sponsorship of such groups would increase their effectiveness. We also believe that they should exist in all areas where migrants work, and that the local representative of state-wide groups or agencies should be held accountable by their superiors for effective participation.

RECOMMENDATION NO. 4. THE TASK FORCE BELIEVES THAT EXISTING LAW SHOULD BE FAIRLY AND FULLY ENFORCED, WITHOUT FEAR OF FAVOR. WHILE ADDITIONAL LEGISLATION IS NEEDED, THE MICHIGAN LEGISLATURE HAS ENACTED MANY GOOD LAWS CONCERNING MIGRANTS WHICH ARE NOT ADEQUATELY ENFORCED. EFFECTIVE ENFORCEMENT OF PRESENT LAW WOULD GO FAR TOWARD SOLVING CERTAIN PROBLEMS. WE BELIEVE THAT THE GOVERNOR SHOULD RECOMMEND AND THE LEGISLATURE SHOULD APPROPRIATE, FUNDS SUFFICIENT TO ENSURE THAT THIS IS DONE.

The Task Force believes that law inadequately enforced is in some ways worse than no law. Such a condition contributes to a disrespect and disregard for law and government generally, thereby contributing to social and moral carelessness. Certainly, just as society expects each person to obey the law, it expects government to obey and enforce the laws. On occasion, failure to enforce the law results from inadequate staff or insufficient funds. Where this is the case, sufficient staff or monies should be provided by the legislature upon recommendation of the Governor.

RECOMMENDATION 4A. THE TASK FORCE RECOMMENDS THAT THE STAFF OF THE AGRICULTURAL LABOR CAMP LICENSING UNIT IN THE DEPARTMENT OF PUBLIC HEALTH BE AUGMENTED IN 1970 AND 1971 BY THE ADDITION OF SIX ADDITIONAL SEASONAL CAMP INSPECTORS EACH YEAR. THE INSPECTORS SHOULD BE SPANISH SPEAKING.

Michigan law requires that agricultural labor camps be inspected and licensed prior to occupancy. In the current year, approximately 1,800 camps were so licensed. Yet the Agricultural Labor Camp Unit has a total staff of six professional sanitarians and six seasonal camp inspectors - obviously a force too small to inspect all camps. As a result, the State Department of Public Health has had to rely in about 50% of the camps on local health inspectors, with somewhat uneven results. We believe that the Agricultural Labor Camp Unit should be authorized in the 1970 and the 1971 seasons to expand its seasonal inspector force by six additional camp inspectors each year. Funds to allow this would amount to only \$21,000 in 1970, and an additional \$21,000 in 1971. The results would be major.

There would still be a reliance on local inspection where it is properly done. Yet even here the State inspectors should review the work of local inspectors on a random basis; where local inspection is faulty, State inspection should replace it.

RECOMMENDATION NO. 4B. THE TASK FORCE RECOMMENDS THAT THE AGRICULTURAL LABOR CAMP ACT OF 1965 BE AMENDED TO ALLOW THE STATE DIRECTOR OF PUBLIC HEALTH TO MAINTAIN AN ACTION FOR INJUNCTION AGAINST THE OPERATOR OF AN AGRICULTURAL LABOR CAMP WITHOUT A LICENSE. IN ADDITION, THE ACT SHOULD BE AMENDED SO AS TO PROVIDE THAT EACH DAY OF A VIOLATION IS CONSIDERED A SEPARATE VIOLATION.

Also, we believe that inspection standards should be raised. Present standards in effect are the minimum for the health or safety of the occupants; these should be raised and should be expanded to include minimum comfort.

The Task Force also believes that government should move forcefully to halt violations of the law. Penalties should be made more meaningful, and enforcement should be quicker. Present practices frequently result in a continuance of violations past the end of the agricultural season, as well as token penalties at best.

RECOMMENDATION NO. 4C. THE TASK FORCE RECOMMENDS THAT TWO SPANISH SPEAKING SEASONAL INSPECTORS BE HIRED BY THE DEPARTMENT OF LABOR, UNDER THE CONTROL OF THE DIRECTOR. THEIR PRIMARY RESPONSIBILITY WOULD BE TO ENFORCE CONFORMITY WITH THE WORKMEN'S COMPENSATION ACT, THE MINIMUM WAGE ACT, AND THE PAYMENT OF WAGES ACT: THEY COULD ALSO CHECK VIOLATIONS OF STANDARDS FOR MIGRANT HOUSING. ALSO, THE STAFF OF THE WAGE AND HOUR DIVISION OF THE DEPARTMENT OF LABOR SHOULD BE AUGMENTED SUFFICIENTLY THAT THE DIVISION COULD AUDIT THE RECORDS OF 25% OF THE GROWERS EACH YEAR. PENALTIES SHOULD ALSO BE PROVIDED FOR NON-COMPLIANCE.

The Task Force has also found that other laws are not sufficiently enforced. Thus, the Minimum Wage Act, the Payments of Wages Act, and the Workmen's Compensation Act provide considerable portection for the migrant worker. However, the Department of Labor, because of staff limitations, investigates the operation of these laws only upon the complaint of an allegedly aggrieved party. Such complaints come only rarely from migrant workers, partly because of cultural characteristics, partly because they move from place to place so frequently.

RECOMMENDATION NO. 4D. THE EMPLOYMENT AWAY FROM HOME LOCALITY ACT SHOULD BE AMENDED TO REQUIRE THAT A SIGNED STATEMENT OF AGREEMENT BE FURNISHED TO EACH PERSON WHO IS INDUCED TO WORK AWAY FROM HIS OR HER LOCALITY. THE PERSON SO INDUCED SHOULD RETURN A SIGNED COPY OF THIS AGREEMENT TO THE PERSONS, COMPANY OR CORPORATION OFFERING SAID INDUCEMENTS. THE PROVISION RELATIVE TO THE ENFORCEMENT OF THIS ACT SHOULD BE STRENGTHENED.

The Employment Away from Home Locality Act was originally intended to eliminate the recruitment of minors away from home. However, because of loose language used, a broader interpretation could be taken. The Act, as it stands now, deals with terms and conditions of work as well as wages and how they are paid. There is clearly a need to enforce crew leader licensing. There is no State law for this now. Perhaps this will be a step in clarifying the contractual relationship existing between the employer, worker and crew-leader.

RECOMMENDATION NO. 5. THE TASK FORCE RECOMMENDS THE ESTABLISHMENT OF A PUBLIC NON-PROFIT CORPORATION TO CONSTRUCT AND MAINTAIN AGRICULTURAL LABOR CAMPS. ONCE SUCH A CAMP IS CONSTRUCTED, ALL RELEVANT STATE AGENCIES SHOULD CO-OPERATE IN PROVIDING SERVICES TO IT. THE CORPORATION SHOULD ALSO EXPERIMENT WITH MOBILE HOMES FOR MIGRANTS.

There is general agreement that housing for migrant workers is in many instances scandalous. Certainly, migrant housing must be improved.

At the same time, many growers (particularly smaller ones) for financial reasons simply cannot provide better housing than they are now doing. Others will not. Faced with such a situation, the State has a responsibility.

We suggest the establishment of a public, non-profit corporation which would construct and maintain agricultural labor camps. The corporation should be established with some State financial support (we recommend an initial appropriation of \$1.5 million); it should be authorized to borrow an additional sum (\$1.5 million); it should then seek federal grants from the Farmers Home Administration of the United States Department of Agriculture under Title V of the Housing Act of 1949, as amended. In this way, it could aggregate initial capital of about \$6 million. We recommend that it construct as soon as possible an agricultural labor camp in Southwestern Michigan to house approximately 100 migrant families; also, we recommend that it plan for the construction and operation as soon as practicable of additional camps in other parts of Michigan. Each camp should be located in the center of a region where migrant labor is extensively utilized.

When constructed, each camp should be staffed with the full range of State services (education, public health, social services, etc.).

Such a program would relieve the grower of a heavy burden; it would enable State agencies to cooperatively provide programs and services which could improve the conditions of the migrants and their children measurably. It could, in short, allow the State to adequately discharge its responsibilities, and would serve as a model to the rest of the country.

We also recommend that the corporation experiment with mobile homes. In the 1970 season it could move experimentally to provide perhaps 100 mobile homes which would be made available to migrants as they entered Michigan, and which would be moved as the migrant moved, reverting back to the State when the migrant left the State.

In both these instances, the corporation would charge a modest rent of the migrant family, primarily to cover the cost of operation and maintenance.

Obviously, many details remain to work out. We are confident that this can be done.

RECOMMENDATION NO 6. THE TASK FORCE BELIEVES THAT THE MIGRANT HEALTH CARE CENTERS WHICH HAVE BEEN FUNCTIONING IN 15 COUNTIES HAVE PROVED WORTHWHILE. THIS PROGRAM SHOULD BE CONTINUED AND EXPANDED TO OTHER AREAS. HOWEVER, THESE PROGRAMS HAVE BEEN FUNDED UNDER THE FEDERAL MIGRANT HEALTH ACT, DUE TO EXPIRE ON JUNE 30, 1970. FUNDS COMING INTO MICHIGAN TOTAL \$454,688 FOR THIS YEAR: CONTEMPLATED EXPANSION WILL COST AN ADDITIONAL \$225,000. THE TASK FORCE URGES THE GOVERNOR TO USE HIS INFLUENCE WITH THE PRESIDENT AND CONGRESS TO HAVE THIS PROGRAM CONTINUED. IF IT LAPSES, THERE WILL BE A NEED FOR STATE FUNDS IN THE AMOUNT OF \$680,000 TO CONTINUE AND IMPROVE MIGRANT HEALTH CARE CENTERS.

Every measure we have seen suggests that migrant health clinics are doing a decent job, but much more needs to be done. As described above, the health program should be expanded to other counties. Also, each migrant health clinic should be constantly staffed by at least one person who is Spanish speaking. There have been too many instances of misunderstanding, and some instances of tragedy, resulting from inability to communicate.

RECOMMENDATION NO. 7. THE TASK FORCE ENDORSES THE WORK OF THE AGRICULTURAL LABOR COMMISSION, AND URGES ITS CONTINUED SUPPORT. IT SHOULD BE ADEQUATELY FUNDED. WE RECOMMEND THAT ITS MEMBERSHIP BE INCREASED BY THE ADDITION OF TWO MORE PUBLIC REPRESENTATIVES. THIS WOULD GIVE THE COMMISSION A MEMBERSHIP OF NINE, FOUR OF WHOM WOULD BE GROWERS, AND THE REMAINING FIVE WOULD REPRESENT THE PUBLIC.

The Commission on Agricultural Labor has been functioning only for a few months. It has made a good beginning, and should be supported in its efforts. Yet it is handicapped by its suspected domination by growers, as well as by its lack of authority and financial resources. The addition of two more public representatives would broaden its character, while still insuring growers a strong voice.

RECOMMENDATION NO. 8. THE TASK FORCE RECOMMENDS AN IMMEDIATE INCREASE IN THE STATE MINIMUM WAGE TO \$1.60 PER HOUR. IN ADDITION, WE RECOMMEND THAT THE GOVERNOR ENCOURAGE THE WAGE DEVIATION BOARD TO CONTINUE AND COMPLETE THE REVIEW OF THE PIECE-RATES IT HAS ESTABLISHED FOR AGRICULTURAL LABOR, AND UPGRADE THEM WHERE APPROPRIATE.

In its last session the Michigan legislature considered an increase in the State minimum wage but in the end did not enact it. The present Michigan minimum is below the national minimum and should be raised immediately for all workers covered including agricultural workers. Much of Michigan's agriculture today uses the piece-rates which were established by the Wage Deviation Board on the basis of studies conducted by the Rural Manpower Center. Those piece rates have been unchanged since their establishment and the time has now come for a review of them. We are pleased that on September 23, the Wage Deviation Board decided to review price-rates. In addition to such a review, and appropriate changes where necessary, attempts should be made to make certain that piece-rates are really followed. We have heard allegations that at times the piece-rates have been circumvented by the use of different sized containers as well as by other subterfuges. The Task Force believes that such devices must be rejected.

RECOMMENDATION NO. 9. THE TASK FORCE RECOMMENDS AN EXTENSION OF THE WORKMEN'S COMPENSATION ACT COVERAGE TO MIGRANT LABOR IN 1970 WHEN PLANNING DATA WILL BE AVAILABLE. MEDICAL AND HOSPITAL COVERAGE UNDER WORKMEN'S COMPENSATION SHOULD BE MADE LESS RESTRICTIVE, TO INCLUDE A LARGER NUMBER OF MIGRANTS BEFORE THE NEXT HARVEST SEASON.

Most agricultural labor is not presently covered by the Workmen's Compensation Act and it has been difficult to extend such coverage because of the sheer lack of information. Necessary data soon will be available, and the Act should be expanded to include migrant agricultural labor. Moreover, growers are able to presently secure medical and hospital coverage for their seasonal workers, and many already do so. However, this program should be expanded and growers should make certain that their workers know that they are covered and should know the benefits available to them.

RECOMMENDATION NO. 10. THE TASK FORCE RECOMMENDS THAT THE HITTLE JUVENILE EMPLOYMENT ACT BE AMENDED AS OF 1972 TO REMOVE THE PRESENT EXEMPTION OF FARM WORKERS, THEREBY PROHIBITING CHILDREN UNDER 12 FROM ENGAGING IN AGRICULTURAL LABOR, AND THE ESTABLISHMENT OF APPROPRIATE SAFEGUARDS FOR CHILDREN BETWEEN 12 AND 16 IN AGRICULTURAL LABOR.

The Task Force does not believe that seasonal agricultural laborers should be required to depend in part on the earnings of young children. Therefore, we believe that children under 12 should not be working in agriculture. At the same time, we know that if such a condition were enacted today it would work a hardship on many migrant families. Such families would be in effect subject to a substantial reduction in income. Moreover, children displaced from agricultural work under present circumstances would simply hang around the camp all day with consequent problems. If children under 12 are not to be employed in agriculture, there must be alternative activities, either recreational or educational in character. Given 2½ years to prepare, the Department of Education, the Department of Social Services and the local education and social agencies can devise alternative programs which will make certain that the summer period can be used to develop the talents of of such children. Also delaying the extension of the Hittle Act to agriculture until 1972 would make it possible for the migrant family to be informed well in advance that their children would not be employed in agriculture after 1972. As an example of appropriate safeguards, the Task Force cites the New York State law which says: Children 14-16 years of age have to obtain farm work permits. Those under 14 are not permitted to work except: children 12 and older can work on home farms of parents and those 12 and older that have work permits can work in hand harvest for four hours in any work day between 9:00 a.m. and 4:00 p.m. (enforcement might be a problem here) only when school is not in session and if accompanied by parent or written permission of parent or guardian, which must be shown to the employer.

RECOMMENDATION NO. 11. THE TASK FORCE RECOMMENDS THAT THE COOPERATIVE EXTENSION SERVICE BE ENCOURAGED TO DEVELOP AND IMPLEMENT A PROGRAM OF INFORMATION TO GROWERS ON THE RIGHTS AS WELL AS THE RESPONSIBILITIES OF SEASONAL WORKERS: THROUGH SUCH A PROGRAM MIGRANTS COULD BE MORE FULLY INFORMED OF THEIR RIGHTS AND THE SERVICES AVAILABLE TO THEM UNDER LAW. IN ADDITION, THE TASK FORCE URGES THE COOPERATIVE EXTENSION SERVICE TO DESIGN A PROGRAM AIMED AT THE RURAL POOR, WHEREVER THEY MAY BE, TO INCREASE OPPORTUNITIES FOR SUCH PERSONS.

The Task Force believes that many of the problems in the field of agricultural labor result from a lack of understanding or from a misunderstanding on the part of growers and workers. We believe that a wide-spread program of information and education is necessary to right this condition. The Cooperative Extension Service is already functioning in every farm area in Michigan. It has the confidence and support of the agricultural community. It could very easily undertake such a program of public information which would improve the conditions of agricultural laborers, could lead to further enlightenment on the part of growers and could remove many of the inequities and differences which have contributed to the frequently unfortunate position of the seasonal agricultural laborer. Undoubtedly, the Cooperative Extension Service would need additional staff and financial support if it were to be assigned this responsibility. We urge the Governor to recommend to the legislature such additional financial support.

RECOMMENDATION NO. 12. THE TASK FORCE RECOMMENDS THAT STATE FUNDS BE APPROPRIATED TO THE DEPARTMENT OF EDUCATION FOR IDENTIFYING EXISTING GAPS IN EDUCATIONAL SERVICES TO MIGRANTS AND DEVELOPING PROGRAMS TO MEET THESE NEEDS.

At present the entire educational program available to migrants through the State is entirely federally funded. Restrictions in the federal legislation seriously limits the ability of the State to provide a full range of educational services to migrants. If the State is to meet its responsibility, provisions must be made for developing State supported programs that will fill these gaps. The Task Force recommends that the department be given the responsibility for:

a) Developing occupational counseling programs for migrants for which the need has already been identified, in cooperation with M.E.S.C. and the Division of Vocational Rehabilitation. With state support a model program can be developed for fiscal year '71.

b) Further development of existing staff and recruitment of additional staff, since there is an acute shortage of professional educators trained to work in migrant education. Although some attempt has been made to correct this by conducting pre-service training for teachers and teacher aides (a total of 800 to 1,000 last summer) it is still inadequate. The present level of federal funding does not allow the Department of Education to conduct any comprehensive teacher training programs. Financial assistance from the state as well as the cooperation of our state universities is needed, if such a program is to be conducted. State funds should be appropriated to the Department of Education to contract with universities to provide the training of teachers, and with community colleges to provide the training of teacher aides for migrant youngsters. In addition perhaps there should be a stipend program, as an added incentive. Another form of financial assistance might be state scholarships to induce persons to go into teacher preparation in the area of migrant education. This would increase the supply of trained teachers.

c) Conducting a census of migrant and ex-migrant children to make it possible to better provide for their needs. Perhaps such a census could be broadened in cooperation with other State agencies so that full information on migrants and ex-migrants could be secured.

RECOMMENDATION NO 13. THE TASK FORCE RECOMMENDS THAT THE STATE OF MICHIGAN PROVIDE FUNDS FOR THE DEVELOPMENT OF BILINGUAL PROGRAMS WITHIN EACH SCHOOL DISTRICT HAVING A SIGNIFICANT NUMBER OF SPANISH SPEAKING RESIDENTS, TO ASSURE SUCH PERSONS EQUAL EDUCATIONAL OPPORTUNITY. EACH DISTRICT WOULD BE RESPONSIBLE FOR SETTING UP, IMPLEMENTING AND EVALUATING BILINGUAL PROGRAMS ON THE ELEMENTARY AND JUNIOR HIGH LEVELS: FOR SETTING UP ADULT EDUCATION ENGLISH CLASSES (FREE), AND FOR MAKING KNOWN THEIR NEEDS IN THE WAY OF BILINGUAL MATERIALS, TEACHERS, ETC., TO THE COLLEGES OF EDUCATION IN THE STATE OF MICHIGAN.

A communication gap exists between the school and the many students of Spanish speaking families in the State of Michigan. School progress for these students is hindered by the language problem. A student fails because of his inability to understand English, not because of his intellectual capacity.

We believe the State should encourage and support the creation of bilingual educational programs within the structure of local school districts which have Spanish-speaking residents. Such programs should be evaluated periodically by the Department of Education.

The program should be aimed at the elementary and junior high levels and should provide a reinforcement and development of the Spanish language while making an introduction to the English language. (A Columbia University study has shown Spanish students acquire greater facility in English when instruction is also provided in their own language.)

On the elementary level, English and Spanish should be inter-related in a curricula. On the Junior High level, bilingual subject matter is continued with the addition of Spanish as a language and English as a second language.

Recruitment of bilingual teachers is an important problem in developing a bilingual program. To ease this problem, universities and colleges should be involved in training teachers to meet the needs of the bilingual programs. Spanish Americans, themselves, should be recruited for these programs.

To provide English to an even greater portion of the Spanish speaking community, the school districts should provide free night English classes to Spanish speakers. Most of these people are of rural background and need a useful knowledge of English to adjust to an urban, English speaking society.

RECOMMENDATION NO. 14. THE TASK FORCE HAS FOUND THAT MANY OF THE SERVICES PROVIDED FOR MIGRANTS ARE UNDERUTILIZED DUE TO A LACK OF AWARENESS OF THE EXISTENCE OF SUCH PROGRAMS. ACCORDINGLY, THE TASK FORCE RECOMMENDS FIVE STEPS IN THIS REGARD:

- a) THAT THE MICHIGAN ECONOMIC OPPORTUNITY OFFICE REVISE, EXPAND AND UPDATE ITS MIGRANT SERVICES HANDBOOK AND HAVE IT READY FOR DISTRIBUTION BY MARCH 1, 1970;
- b) THAT THE LEGISLATURE APPROPRIATE FUNDS FOR CONSTRUCTION OF THE TWO MIGRANT REST CAMPS IN SOUTHERN MICHIGAN WHICH THE LEGISLATURE AUTHORIZED IN 1965 BUT WHICH IS HAS NOT FUNDED:
- c) THAT UNTIL SUCH CAMPS ARE CONSTRUCTED, THE MICHIGAN EMPLOYMENT SECURITY COMMISSION BE INSTRUCTED TO EMPLOY ITS MOBILE INFORMATION CENTERS AS MIGRANT INFORMATION CENTERS. THESE THREE MOBILE CENTERS COULD BE PLACED ON THE THREE MAIN ROUTES MIGRANTS FOLLOW IN ENTERING MICHIGAN:
- d) THAT ALL MATERIAL DESIGNED FOR OR CONCERNING MIGRANTS BE PRINTED IN ENGLISH AND SPANISH, AND THAT ALL AGENCIES SERVING MIGRANTS (OR FORMER MIGRANTS) MAKE CERTAIN THAT THERE IS A SPANISH PERSON IN EACH FIELD OFFICE OR PROGRAM.
- e) THAT AS OUTLINED ABOVE, THE COOPERATIVE EXTENSION SERVICE CONDUCT A PROGRAM OF INFORMATION TO GROWERS, AND TO FARM WORKERS IN ORDER TO FULLY INFORM BOTH THE EMPLOYER AND EMPLOYEE OF APPLICABLE STATE AND FEDERAL PROGRAMS.

We believe that the five steps above in concert, coordinated by OEO, would enable the migrant to know his rights and the services available to him. We also believe that the grower should be informed of the State's responsibility and services available to migrants. At times the grower is unjustly condemned for conditions which he cannot control and for the underutilization of programs which do exist to aid migrant workers. Certainly better information would improve the condition of the migrant and it would relieve the grower of an unfair burden of recrimination which too frequently has fallen upon him since he is a convenient scapegoat.

RECOMMENDATION NO. 15. THE TASK FORCE RECOMMENDS THAT THE GOVERNOR STRONGLY SUPPORT CHANGES IN THE UNITED STATES DEPARTMENT OF AGRICULTURE FOOD STAMP PROGRAM. AMONG SUCH CHANGES SHOULD BE:

- a) INCOME COMPUTATION ON AN ANNUAL BASIS
- b) COMBINATION FOOD STAMP-COMMODITY PROGRAM
- c) SIMPLIFIED CERTIFICATION PROCEDURES
- d) SIMPLIFIED SALES AND DISTRIBUTION, USE OF OUTREACH TECHNIQUES, I.E., MAILING OF FOOD STAMPS, EVENING HOURS AT CENTERS DISBURSING FOOD STAMPS, ETC.
- e) TERMINATION OF THE PURCHASE OF FOOD STAMPS, AND THE GRANTING OF THE BONUS VALUE.

RECOMMENDATION NO. 16. THE TASK FORCE RECOMMENDS THAT THE OFFICE OF ECONOMIC OPPORTUNITY PROVIDE SUFFICIENT FUNDS UNDER TITLE III (B) OF THE ECONOMIC OPPORTUNITY ACT FOR MIGRANT PROGRAMS TO BE UTILIZED IN MICHIGAN FOR THE DEVELOPMENT OF PERMANENT MIGRANT SERVICE CENTERS AND MOBILE SERVICE UNITS.

The Task Force is well aware that technological and scientific advancements in agriculture are drastically changing the seasonal farm labor system. We also know that if these scientific advancements are not countered by the preparation of the migrant for non-agricultural endeavors, a serious social crisis will be created. Too often, in the past we have undertaken a project in the midst of a crisis, only to find that it is too late. Therefore, the Task Force advocates the establishment of both permanent and mobile migrant service centers. The major emphasis of these centers will be to assist the migrant in getting the services they need, to make the transition from living on income gained from an agricultural pursuit to that of a non-agricultural occupation. It is estimated that 2,000 people now drop out of the migrant stream annually and with the swiftly advancing farm mechanization, this number will increase appreciably within the next ten years.

The permanent centers should be located near or within urban industrial areas, their objective being to assist the migrant who has decided to relocate in Michigan. Therefore, they would have to obtain complete cooperation and coordination from all of the State agencies in order to solve the migrants' relocation problems. Since there are existing programs that are designed to solve these problems the major roles for the permanent centers would be to coordinate these programs and assist the migrant families in getting the services they need. Six permanent centers should be established throughout the State of Michigan, each having Spanish-speaking staff members.

Mobile centers would travel with the migrants throughout Michigan and coordinate local services in the rural areas during the harvest periods.

In addition to coordinating services, the mobile centers would be in close contact with the permanent centers, bridging the gap for the seasonal farm laborers leaving the rural areas and relocating to urban centers having higher employment potential. The mobile units required for this aspect of the program could be obtained through the General Services Administration. Five mobile units would be required, with Spanish-speaking outreach staff members.

When the migrant workers attempt to relocate in Michigan, they encounter countless legal problems. Therefore, legal services must be made available to these people through both the permanent and mobile facilities.

In order to make this program functional, there will have to be local advisory groups made up of ex-migrants, interested citizens, and state and local agency personnel. These groups will assist the permanent and mobile centers in coordinating activities. They will also make recommendations to a state advisory committee, so that the program's impact can continuously be monitored on a state level.

We believe that this program should be administered by an existing agency which has as its primary mission service to the poor. Additional staff for the program could be on loan to this agency from other State Agencies.

An evaluation of the program should be done monthly by the advisory groups and a state advisory committee. This would enable program participants and agency personnel to determine if the program is meeting the needs of the migrants and ex-migrants. At the end of six months operation, the agency administering the program should conduct an in-depth evaluation and present findings to the Governor. This program has been so designed as to be flexible enough to incorporate many new and innovative ideas without changing the overall goal of the program. The needs and suggestions of migrant workers should be given priority for changes made in the program.

RECOMMENDATION NO. 17. THE TASK FORCE RECOMMENDS THAT SEVERAL SPECIFIC STEPS BE TAKEN TO IMPROVE THE CONDITION OF FORMER MIGRANTS WHO HAVE SETTLED IN MICHIGAN.

a) That the Michigan Housing Development Authority immediately investigate how it might assist in securing housing for former migrants;

b) That the Michigan Employment Security Commission expand its program of training and retraining of former migrants, as well as its programs of recruiting such persons.

c) That special programs of language instruction be undertaken by school systems where migrants settle to make certain that their children are given equal opportunity to secure a quality education.

d) That the Michigan Civil Rights Commission expand its programs of affirmative action as well as compliance to make certain that Mexican-Americans are given equal opportunity.

All of the above would go far toward helping assure the former migrant of a decent place in our Michigan communities. In addition, it would let him know that the State is interested in his condition and it would reduce the tendency of many former migrants to simply become passive members of the community, unaware of available services and unable to contribute to the full extent of their capacity to the society in which they live.

RECOMMENDATION NO. 18. THE TASK FORCE RECOMMENDS THAT THE GOVERNOR ASSIGN TO A MEMBER OF HIS PRINCIPAL EXECUTIVE STAFF A SPECIAL SUPERINTENDING RESPONSIBILITY FOR ALL STATE PROGRAMS CONCERNING MIGRANTS OR FORMER MIGRANTS. IN ADDITION, WE RECOMMEND THAT THE GOVERNOR ASSIGN TO THE SAME STAFF MEMBER RESPONSIBILITY FOR COORDINATION AND COOPERATION IN MIGRANT MATTERS WITH OTHER STATES, INCLUDING THOSE FROM WHICH MIGRANTS COME TO MICHIGAN AS SEASONAL AGRICULTURAL WORKERS.

The Task Force believes that the Governor should maintain his interest in the position of the migrant and that this could best be done by assigning a special responsibility for matters concerning migrants to a principal member of his staff. This would assure the migrant that his problems were considered in the Executive Office and it would assure coordination of State programs dealing with migrants.

CONCLUSION

On the whole it seems fair to say that Michigan does much more for the migrant than is generally understood, yet more remains to be done. We believe that the recommendations above present collectively, a balanced program, at modest cost which would result in substantial improvements; yet we are well aware of the fact that many aspects of the problems of migrants cannot be resolved by Michigan alone. For example, leaders of migrant groups insist that the right to organize and bargain collectively is essential to the full development of the migrants' potential. Yet agriculture in Michigan is of such a character that extension to agriculture of existing laws concerning labor organization and collective bargaining would not work easily. Frequently farm laborers are in Michigan for only two or three months. Frequently they work in a single area for only two or three weeks. Existing laws dealing with labor organization in industry are time consuming and tedious and could not work in agriculture. We believe, therefore, that it would be dishonest to recommend that Michigan extend the right of organization and collective bargaining to seasonal farm workers. As an alternative, we recommend two courses of action. First, that the Governor use his influence with the President and with Congress to secure federal legislation which would govern agricultural labor in all the states; second, he urge that the Council on Rural Affairs suggested in the first part of this report, when established, undertake as an early assignment the consideration of action which would further assure proper treatment to farm workers. The Council could request the universities of Michigan to apply their knowledge and experience to this problem and see if appropriate collective bargaining or other wage determining programs suited to the particular characteristics of agriculture, and designed to truly advance the interest of all concerned, can be devised.

In addition, the Task Force believes that the State of Michigan should do more to assist the ex-migrant who has settled in Michigan. The problems facing such persons, while similar to those facing members of other minorities, are particularly severe. Permanent adequate housing, education, employment and other needs are frequently very difficult for ex-migrants to meet. In some of these areas the State could and should do more. We have addressed ourselves to such needs where appropriate. We should like to emphasize here that the State should in particular make certain that serious attempts are made to recruit former migrants, particularly Mexican-Americans, into appropriate positions in State agencies dealing with migrants. We commend the Governor for his recent directive to all State departments to make every attempt to employ members of all minority groups, and we trust that all departments will follow the spirit as well as the letter of the Governor's directive.

The Task Force emphasizes that no simple and magic solution is available for the problems which face migrant labor. We believe that the recommendations above will contribute substantially to the solution of such problems. We must emphasize, however, that State Government must make an extra commitment of both financial and staff support toward the solution of these problems.

This means that each involved agency of State Government must resolve to step up its programs relating to migrants. It must ascertain what additional services it can provide within the current levels of both staff and financial resources. Where additional support is needed, such agencies must clearly ask for it in their budget and staff requests. The legislature then must make the decision as to whether State Government will provide such essential support. We believe that it should.

We also emphasize, however, that money and people alone cannot do the job and that the officials and employees of State Government must make personal commitments to what is, after all, the purpose of government--the provision of appropriate assistance to the people whom it serves.

Finally, we would like to thank the Governor for his interest in the problems of the migrant and for the opportunity he has given the members of the Task Force to address themselves to these problems. We believe that each of us has learned as a result of our service on the Task Force and we hope that as a result of our recommendations the State will be better able to fulfill its responsibilities to the migrant, to the entire agricultural community and through it, to the entire State.